



London Training Programme

LEARN. ADVANCE. THRIVE

Akin Gump
STRAUSS HAUER & FELD

Why Start Your Legal Career With Us?

At Akin Gump, we're all about opening doors. We recruit those with exceptional promise and give you everything you need to reach your goals. Our trainees are guaranteed an immersive hands-on experience, working side by side with senior practitioners on high-profile transactions and disputes.

Training Programme Structure

Over the course of your two-year training programme, you will rotate across four different practice areas, spending six months in each. This provides you with the best opportunity to acquire a breadth of experience and an in-depth understanding of our business, our work, our clients, and our people. All of our seats have multi-jurisdictional opportunities to exposure to our global teams and clients.

Everyone's legal journey is different. Although you may already have an idea about the type of work you're interested in, our advice is to remain open-minded. Our Trainee Development team will be on hand throughout your training to help you navigate seat choices and help tailor your training programme.

Key practices include:

- Financial restructuring
- Corporate/M&A
- Energy & infrastructure
- Finance
- Financial regulatory
- Funds/investment management
- Litigation/arbitration
- International trade/competition
- Tax

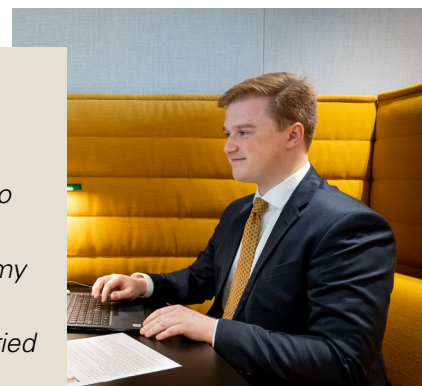
All of our trainees sit in one or more of our flagship transactional seats and one contentious seat, to give a strong foundation of our key business areas and to build diverse skill sets. In addition, there are opportunities for a tailored international or client secondment.

Small Intake

We recruit a maximum of 8 trainees each year and therefore you will be integral to the team from day

"Being a part of a smaller intake has afforded me the opportunity to work with nearly every person in my relevant practice areas on very varied workstreams".

Ben Hasson, Trainee



one. Expect plenty of responsibility and the chance to play a meaningful role in fast-paced, sophisticated client matters.

Feedback

Feedback will be key as you move through your legal career. You'll receive ongoing feedback from your seat supervisor and others within your team to keep you on track and help you develop and refine your legal skills. You'll also have two formal reviews in each seat.

Training

There is no limit to your learning as an Akin Gump trainee. You will attend regular practice group and office-wide training on relevant areas of law and practical skills. You'll also work with our internal talent and external consultants to aid your professional development throughout your two-year training programme and beyond. By working together, we'll make sure that your skills and knowledge are constantly growing.



Support

Support doesn't begin on your first day as a trainee, it starts as soon as you've secured your place to join us. We will keep in regular contact with you throughout your studies and run socials for you to meet your peers and get to know us better before you join, to provide a positive and enjoyable transition into life at Akin Gump.

When you arrive, you will have the continued support of our dedicated trainee development team, development partners, supervisors and peer mentors – to name just a few! As part of our commitment to support the positive mental health and wellbeing of our employees, we also have an in-house Be Well counselling service which offers unlimited one on one support, as well as regular group training sessions.



Culture

Ask any of our trainees and they will tell you how important an open and supportive working culture is to thrive. The hours of a City lawyer can be long, but the firm recognises the importance of downtime and encourages all employees to do this where possible. Whether it be having your lunch on the terrace, chatting to a colleague over a game of ping-pong in the canteen, or leaving your desk early to attend one of our firmwide resource group socials - there is certainly no 'face-time' culture here!



"... People are always willing to listen and answer questions and I can say without a doubt that the firm has a very collegiate working environment".

Gunel Latifova, Trainee

Diversity, Equity & Inclusion

DEI is paramount to us and we are proud of our commitment to create a diverse and inclusive work environment where all members of the Akin Gump community can thrive, grow, and bring their full authentic self to work. The more diverse our teams, the better we can support clients. We welcome your unique background, perspective and experience.

We have DEI councils that operate at both firmwide and office level. The London DEI committee, which includes a trainee representative, provides an opportunity for lawyers and business services team members to proactively communicate questions, concerns and ideas to firm management and is also responsible for the development and implementation of office initiatives.

The trainee DEI representative engages in London office DEI strategies and attends regular committee meetings, office and graduate recruiting events. This role opens up opportunities to connect with peers, senior lawyers and firm leadership.

Keep reading to find out more about the London office DEI resource groups.

Firmwide Resource Groups

Our Firmwide Resource Groups (FRGs) provide a forum for our lawyers and business services professionals to meet throughout the year at both the firmwide and office level. These forums are a fantastic place to engage with colleagues from across the firm, discuss shared interests and contribute to new DEI initiatives.

In London, we currently have resource groups focused on:

Abilities	BAME	LGBTQ+
Parents and Caregivers	Social Mobility	Women

With subcommittees often led by counsel and associates, resource groups are a great opportunity to forge strong bonds with colleagues while sharing ideas to support the effective inclusion of all groups related to recruiting, professional development and advancement.

Learn more about our firmwide resource groups [here](#).

Pro Bono

All trainees are encouraged and regularly get involved in a wide variety of pro-bono matters and it's something that the firm actively champions involvement in. We also have a unique opportunity for first year trainees to apply for a London Pro Bono Scholar position, with successful applicants attending a summer Boot Camp in the U.S. for a week of training, networking and social justice programming.

The London-based Pro Bono Scholars work with the London Office Pro Bono Committee to help deepen relationships with not-for-profit organisations. We support engagement before you join the firm so as an incoming future trainee, there may be opportunities to work with our pro bono practice before your official start date!

Qualification

Throughout your training you will have an ongoing conversation about your qualification preferences. Our immersive learning approach and structured training sessions will ensure that you're ready for life as an Akin Gump associate. In 2021 we had a 100% retention rate!



Benefits

£57,500
First Year

£62,500
Second Year



PGDL/SQE sponsorship plus maintenance grant of £15,000 per year of study



25 days annual holiday



Season ticket loan



Pension



Critical illness and death in service insurance



Fitness reimbursement



On-site mental wellbeing services



Health, dental & travel insurance



Cycle scheme

The Solicitors Qualifying Examination (SQE)

The changes in routes to qualifying as a solicitor from 2022 means that the LPC (Legal Practice Course) will eventually be phased out. Every graduate, no matter what degree they studied, will now need to pass the SQE. The SQE is a centralised assessment consisting of two assessments - SQE1 and SQE2.

To qualify as a solicitor, you now need to:

- Pass SQE1 (tests your legal knowledge)
- Pass SQE2 (assesses practical legal skills)
- Complete two years of Qualifying Work Experience
- Pass a character and suitability test

What is the Akin Gump route?

We have worked closely with ULaw (The University of Law) to tailor the SQE Preparation Course to include modules that will set you up for a successful career at Akin Gump. The course is designed to prepare you to pass the SQE1 and SQE2 assessments.

Non-law students

Although no longer a regulatory requirement, we have chosen to continue to partner with ULaw for our future trainees without a qualifying law degree to study the PGDL (Postgraduate Diploma in Law) prior to starting the SQE Preparation Course. The PGDL gives those with a non-law degree a solid foundation of legal knowledge skills required to become a successful lawyer. The programme length of the PGDL is one year.



Will I receive a maintenance grant?

We will continue to provide financial assistance for post graduate studies to those joining the firm (£15,000 per year of study).

What is Qualifying Work Experience?

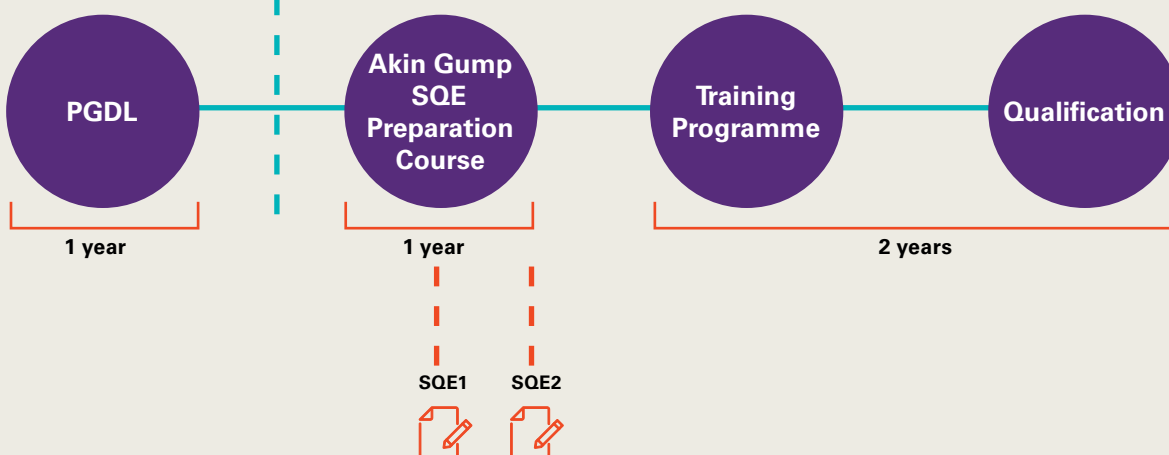
This is the equivalent to a two-year training programme where you'll rotate through four different seats, spending six months in each. We have kept a rotational system to ensure our trainees are exposed to a wide variety of commercial practice groups to enable them to make an informed decision for their qualification preference.

Our 2024 trainee intake will be the first to complete the SQE post graduate route and will join us to start their Qualifying Work Experience.

YOUR POST GRADUATE ROUTE TO QUALIFICATION

Non-law graduates

Law graduates



Want To Get To Know Us Better?

Our two-week summer vacation scheme is the perfect way to experience what life is really like as a Akin Gump trainee. We have carefully designed a comprehensive programme of interactive training sessions, workshops, networking opportunities and exciting social activities to help you get to know your fellow schemers and meet others at our office summer party!

When you're not attending timetables skills sessions, you will split your time between two practice groups and work alongside our partners, associates and current trainees. Whether it be drafting documents, researching points of law, or attending client meetings – you'll be supported and guided each step of the way by your dedicated scheme supervisor.

Our preferred method of trainee hiring is via our vacation scheme because it is the best opportunity for you to experience life at Akin Gump, and for us to get to know you better. At the end of the scheme, you will be offered the chance to interview for our two-year training programme.

"Care was put into every detail to ensure we had a great experience. We were introduced to the firm's global chairperson and met partners from all of the departments – they were all very personable, incredibly intelligent and interested in the development of our careers".

Rebecca McNeill, Trainee



"What stood out to me was not only the top tier work I experienced, but also the inclusive and supportive environment created for all employees".

Simrhan Khetani, Trainee



Benefits



£500 per week



Dedicated supervisor and trainee buddy



Guaranteed interview to join our two-year training programme

Key Dates

Applications open: Thursday 29 September 2022

Applications close: Sunday 8 January 2023

Scheme dates: Monday 19 June – Friday 30 June 2023

Who Can Apply?

The summer scheme is open to penultimate-year law students, final-year students and graduates of any subject.

To find out more about what we look for, please click [here](#).

Application Process

STEP 1 Online application form

STEP 2 Online critical thinking assessment

STEP 3 Assessment exercises and Interview with our graduate recruitment panel

Ready to apply?

Applications should be submitted using the online form, which can be accessed [here](#). Applications are screened on a rolling basis so we recommend you apply as early as possible.

Talk To Us

Have a question? Want to discuss adjustments? Please get in touch with us and we'll be happy to help - graduate recruitment@akingump.com

Akin Gump

STRAUSS HAUER & FELD

Akin Gump Strauss Hauer & Feld is a leading global law firm providing innovative legal services and business solutions to individuals and institutions. Founded in 1945 by Richard Gump and Robert Strauss with the guiding vision that commitment, excellence and integrity would drive its success, the firm focuses on building lasting and mutually beneficial relationships with its clients. Our firm's clients range from individuals to corporations and nations. We offer clients a broad-spectrum approach, with over 85 practices that range from traditional strengths such as appellate, corporate and public policy to 21st century concentrations such as climate change, intellectual property litigation and national security.